

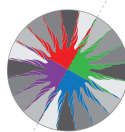
Pin Point Me

You in Profile

How you are Intelligent / Knowing

How you are Intellectually Functional

PPM Report



PPM Report

Your **PPM** Report identifies your multiple learning dimensions' mix that may enhance your academic achievement. The report may also help you in finding a pathway that is right for you. The report consists of three sections that highlight *How you are Intelligent / Knowing*, *How you are Intellectually Functional*, and your *Belief Systems* - how you construe "ability".

These represent key factors and they are important in the realisation of your self-efficacy beliefs, as they play a critical role in your cognitive /perceptive functioning, motivation and self-regulation.

Intelligence / Knowing schema and Functionality grid

Your visual *Intelligence / Knowing* display will allow you to better understand *How* you are intelligent, your Learning Styles and Dimensions. The dimensions define your uniqueness as an individual; understanding self will help you develop not only those dimensional intelligences you may require in the realisation of your beliefs, but also be more productive.

Your *Functionality* grid will allow you to better understand how you are functional multi dimensionally and from four perspectives:-

Multi- dimensions:

Interests, Motivational Needs, Relating to others individually, Relating to others in groups, Systems and procedures, Authority relationships, Making decisions, Personal independence / space.

The four perspectives:-

Interests,

Intellectual functionality (your usual effective organisational style),

Needs,

Behaviour (your usual active behaviour and stress behaviour)

Belief systems

Your Belief systems will allow you to understand how you construe your "ability". There are two belief systems that affect your perceptive functioning, self regulation, motivation and emotions - viewing ability as an **acquirable skill**, or viewing ability as an **inherent capacity**.

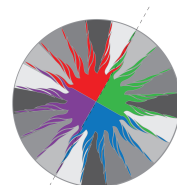
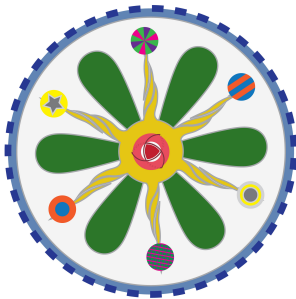
Areas of Interest

Once you have an understanding about your perceptive and relational characteristics, the **PPM** Report targets more specifically your areas of interest.

Interests are important factors in the personal fulfilment of pathways. If you are forced to undertake activities and/or tasks that do not align with interests, motivation is difficult to maintain.

Nature pattern imagery used throughout the **PPM** Report, applying Naturalist intelligence, enables the realisation of explanatory visual displays so as to provide not only clarity, but also solutions to problematic issues in relation to you, and your learning process.

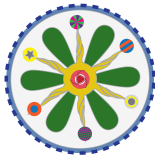
The **PPM** Report constitutes an interconnected concept, an all embracing beneficial assembly of components in their proper relationships, in Dialectic Unity, for enhanced learning and competency outcomes.



Pin Point Me Report

Where and how you figure in these pictographs?

Perception Ideogram



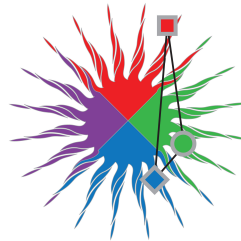
Your Essential Learning styles

----- Your Learning Style Dimensions -----



Your Belief Systems

Intellectual Functionality Grid



Your Intellectual Functionality

The Doer - The Persuader/Communicator - The Designer/Thinker - The Administrator/Organiser



Interests

Usual Functional Vein

Needs

Stress Behaviour



Discover how you are Intelligent / Knowing

Complete Questionnaire I



Your Essential Learning Styles

Visual - Audio - Kinaesthetic Intelligence

You are likely to have more than just one Learning Style; you may find that you have some responses in each category and therefore the category with the greater number of responses may be your *dominant* Learning Style.



Visual

Audio

Kinaesthetic

Your Learning Style Dimensions



The Social Dimension

The Logical-Mathematical Dimension

The Psycho-Physical Dimension

Independent / Collaborative

Deductive / Inductive

Left-Brain / Right-Brain



Belief systems



Acquirable Skill/Competency

Self-Diagnostic

Orientation

Orientation

Discover how you are Intellectually Functional

Complete Questionnaire II



Behavioural Style



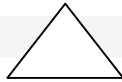
Interests

Your interests are the kind of activities / tasks you usually prefer.



Usual Functional Disposition

How you usually function in normal conditions - your effective style.



Needs



Reactive Behaviour

If support or motivational needs are not fulfilled, you may become stressed; Reactive Behaviour reflects how you tend to behave under stress conditions, and how your Usual Functional Style, changes.

Which of these four symbols, rudimentary characterisations of four types of individual, is *most* like you? With the introduction of multiple dimensional factors, your profile will take on a hue to reflect a true picture as to how you are intellectually functional from four perspectives - Interests, Usual Functional Disposition, Needs, Reactive Behaviour/Stress behaviour.



The **Doer** tends to organise others by working through people in the attempt to attain goals, is dynamic, and prefers direct involvement.



The **Persuader/Communicator** tends to organise others by working with people in the attempt to attain goals, is dynamic, and prefers direct involvement.



The **Designer/Thinker** is a planner and usually prefers a support role in resolving problems, tends to work with others, is low-key, and prefers indirect involvement.



The **Administrator/Organiser** is methodical and prefers a regulated environment, tends to work through others, is low key, and prefers indirect involvement.



Pay attention to how closely your attribute symbols are to the borders dividing the four quadrants. For example, when your 'circle' is close to a quadrant border, you may have interests from either side of the quadrants. The closer your symbols are to the centre of the grid, the more likely you are to be affected by the characteristics of the other quadrants.

Your area(s) of interest



~ this/these area(s) defines the types of activity you tend to prefer, the activity / activities that captivate you, that bring you pleasure and fulfilment. Satisfying your interest(s) is a key to both a successful pathway, and a gratifying lifestyle.

Interest does not necessarily relate to skill or inclination; you could, for example, really enjoy and value music without being a musician, or have a profound interest in science without necessarily having qualifications in the field; however, when your interest in an area is high, it can be a strong motivator.

The ideographs and grid colours featured in several report formats, indicate the various individual functional styles, or composite of functional styles described through the **PPM** Report.



The Doer - **Red**



The Persuader / Communicator - **Green**



The Designer / Thinker - **Blue**



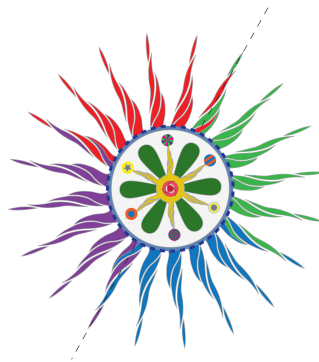
The Organiser / Administrator - **Purple**

Visualise your overall Behavioural Style *

The **Intellectual Functionality Grid**, is a broad visual representation of questionnaire II outcomes, and is based on a model of how people tend to function and behave in general. Remember that it is cognition, perception, that is central and critical to self-regulation to the way you function, hence the *Perception* pictograph in the very centre of the *Intellectual Functionality Grid*. This pictograph can help you to :-




Direct Involvement

People- oriented



Task- oriented

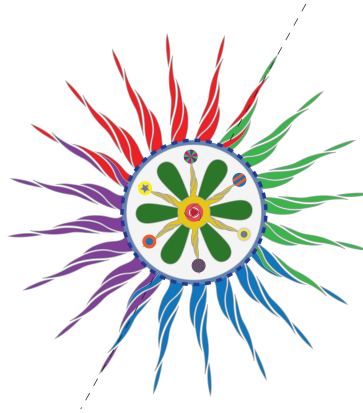
Indirect Involvement

- **Clarify your communicative style** - you are a more *direct* communicator, represented by the two top quadrants, the **Red** and **Green** colour quadrants and ideograms  
- **Reveal your focus** - are you *Task-oriented*, represented by the two left quadrants, the **Red** and **Purple** colour quadrants and ideograms,   or *People-oriented* by the two right quadrants, the **Green** and **Blue** colour quadrants and ideograms  
- **Discover your unique strengths** - are you a **Designer / Thinker** - **Persuader / Communicator** - **Doer** - **Organiser / Administrator** ?

Your Interest(s)



The kinds of activities/tasks you prefer, that give you pleasure



Interest(s)

The Activity / Task type you like most

(Highlighted and underlined in **bold** print)

Activities atypical of Red	Activities atypical of Green	Activities atypical of Blue	Activities atypical of Purple
Implementing/Doing	Promoting	Designing /Planning	Organising
Seeing a Finished Thing	Persuading / Motivating	Dealing with Abstraction	Doing Detailed Work
Solving Practical Problems	Teaching / Counselling	Thinking out new Ways	Keeping close Contact
Organising	Influencing	Innovating	Working with <u>Systems</u>
Working through <u>People</u>	Working with <u>People</u>	Working with <u>Ideas</u>	Working with <u>Symbols</u>

NB. Pay attention to how closely your symbols are to the borders dividing the four quadrants; for example, when your 'circle' is close to a quadrant border, you may have interests from either side of the quadrants. The closer your symbols are to the centre of the grid, the more likely you are to be affected by the characteristics of the other quadrants.

What Motivates you?

<u>Motivational Needs</u>	<u>Motivational Needs</u>
<p><u>Doer</u></p> <p>Plenty to do</p> <p>Clear-cut decisions/tasks</p> <p>Strong supervision</p> <p>Tangible benefits</p>	<p><u>Persuader / Communicator</u></p> <p>Discussion and debate</p> <p>Novelty and change</p> <p>Competitive relationships</p> <p>Independent action</p>
<p><u>Organiser / Administrator</u></p> <p>Knowing exactly what to do</p> <p>Scheduled activities</p> <p>Feeling part of the group</p> <p>Clearly defined authority</p>	<p><u>Designer / Thinker</u></p> <p>Freedom from social demands</p> <p>Time for decisions</p> <p>Low-key direction</p> <p>Personal, warm relationships</p>

The dimensions of your Interests and Motivational Needs

Interests ~ artistic, clerical, mechanical, musical, numerical, outdoor, persuasive, scientific, social services, Literary.

Needs ~ **Motivational Needs**

Esteem ~ relating to others individually

Thought ~ making decisions,

Acceptance ~ relating to others in groups,

Freedom ~ personal independence / space

Structure ~ systems and procedure,

Control ~ authority relationships,

Advantage ~ teamwork and individual competition,

Activity ~ action or reflection oriented,

Positive Self-image,

Empathy ~ objectivity and subjectivity,

Self-critical Image.

Change ~ managing varied assignments,

Your Usual Functional Disposition



The productive way you set about your tasks

(Highlighted in **bold** print reflects how you **set about your tasks**)



Friendly, Decisive and Energetic, Competitive, Frank, Outgoing, Logical

Task-oriented - Objective, Detached Style

Direct Involvement - Outgoing, Forceful Style



Competitive, Assertive, Flexible, Enthusiastic about New things

People-oriented - Subjective Style

Direct Involvement - Outgoing, Assertive Style



Insightful, selectively Sociable, Thoughtful, Reflective, Optimistic

People-oriented - Subjective Style

Indirect Involvement - Lower-key Style



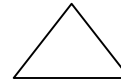
Orderly, Concentrative, Cautious, Insistent

Task-oriented - Objective, Detached Style

Indirect Involvement - Lower-key Style

NB. Pay attention to how closely your symbols are to the borders dividing the four quadrants; for example, when your 'circle' is close to a quadrant border, you may have interests from either side of the quadrants. The closer your symbols are to the centre of the grid, the more likely you are to be affected by the characteristics of the other quadrants.

Your Needs



The support you need to develop your Usual Functional Disposition

(Highlighted in bold print reflects your Usual Functional Disposition)



Encouragement of group interaction

The offer of clear-cut tasks / situations

The availability of a busy and engaging schedule

The opportunity to function in your usual functional vain / style



Encouragement of a competitive spirit

The opportunity to be consistent with your usual functional vain / style

To be allowed flexibility

To be allowed the introduction of novelty, variety and interest

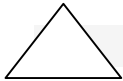


To be allowed to offer individual support

To be allowed and be encouraged to express your feelings / thoughts

To be allowed time for reflection / thinking

To be allowed time for difficult decisions / difficult problems solving issues



To be allowed an organised approach

To be allowed to concentrate on tasks

To be operative in a stable environment of trust

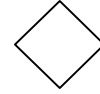
To be allowed to be consistent, to be allowed a routine

NB. Pay attention to how closely your symbols are to the borders dividing the four quadrants; for example, when your 'circle' is close to a quadrant border, you may have interests from either side of the quadrants. The closer your symbols are to the centre of the grid, the more likely you are to be affected by the characteristics of the other quadrants.

<u>Needs</u>	<u>To satisfy your Needs</u>
<p>Casual, matter-of-fact relationships</p> <p>Strong, direct authority</p> <p>Outlet for your energy</p> <p>Directive scheduling</p>	<p>Seek relationships which allow casual, frank communication</p> <p>Find opportunity for strong, direct authority</p> <p>Build broad scheduling into your life</p> <p>Stay in energetic environments</p>
<p>Individual approval</p> <p>Defined authority</p> <p>Varied activities</p> <p>Broad scheduling</p>	<p>Spend time in environments which are active and have defined authority</p> <p>Build broad scheduling into your life</p> <p>Arrange time with inclusive, compatible, and friendly groups</p>
<p>Individual reassurance</p> <p>Direction by suggestion</p> <p>Stimulating activities</p> <p>To create own schedule</p>	<p>Spend time with individuals who offer personal reassurance</p> <p>Seek out involvement with stimulating activities that emphasise novelty and discovery</p> <p>Build relationships with people who give suggestions rather than forceful direction</p>
<p>Friendly, but causal relationships</p> <p>Specific direction and control</p> <p>Demanding projects</p> <p>Close scheduling</p>	<p>Seek out environments that provide structure and specific directions</p> <p>Take time to be with individuals that allow friendly, but casual communication</p> <p>Build predictability into relationships and key processes</p>

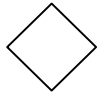
(Highlighted in **bold** print reflects your **Needs**)

Your Stress Behaviour



When circumstances do not meet your needs, or people don't deal with you the way your needs suggest, you are likely to become reactive in behaviour ~ Stressed

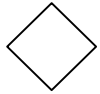
(Highlighted in bold print reflects your **Stress Behaviour**)



You are inclined to find it difficult to provide individual support

You tend to become somewhat impatient

You are inclined to be "otherwise engaged" for the sake of it

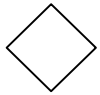


You tend to ignore the feelings of others

You tend to be more easily distracted

You are inclined to distrust others

You are inclined to become somewhat domineering



You tend to deviate from the agreed plan

You are inclined to ignore social convention

You tend to become indecisive and dither

You are inclined to remain inert



You are inclined to see only negative possibilities

You tend to become over-insistent on rules

You are inclined to resist necessary change

You tend to be reluctant to confront others

You are inclined to be taken in

NB. Pay attention to how closely your symbols are to the borders dividing the four quadrants; for example, when your 'circle' is close to a quadrant border, you may have interests from either side of the quadrants. The closer your symbols are to the centre of the grid, the more likely you are to be affected by the characteristics of the other quadrants.

Recurring Stress

<u>Recurring Stress</u>	<u>Recurring Stress</u>
<p><u>Doer</u></p> <p>Unsympathetic</p> <p>Authoritative</p> <p>Dogmatic, Obdurate</p> <p>Impulsive</p> <p>Tense</p> <p>Impatient</p>	<p><u>Persuader / Communicator</u></p> <p>Defensive</p> <p>Concerned with saving face</p> <p>Argumentative</p> <p>Resistant to rules</p> <p>Easily side-tracked</p>
<p><u>Organiser / Administrator</u></p> <p>Excessively factual</p> <p>Over-controlling</p> <p>Opinionated</p> <p>Nervous of the unexpected</p> <p>Resistant to change</p>	<p><u>Designer / Thinker</u></p> <p>Sensitive to criticism</p> <p>Easily hurt</p> <p>Idealistic</p> <p>Withdrawn</p> <p>Hesitant to make changes</p>

(Highlighted in **bold** print reflects your **Recurring Stress**)

There are other influences that can trigger Stress Behaviour in a learner; sometimes the origin may be a physical illness, fatigue, personal trauma, or a prolonged life style change. More commonly though, the cause of your reactive behaviour is an actual or perceived inability to have some motivational need fulfilled. Even during intense stress, your' actions usually remain fairly consistent but may not necessarily reveal the way you feel. As with Interests, there are variable dimensions affecting the other three areas of personality ~ Active Behaviour, Needs, and Stress Behaviour.

It is these variable dimensions that reveal attitudes and feelings; dimensions such as *esteem, acceptance, structure, authority, advantage, activity, empathy, change, thought, freedom and challenge*. Usual Functional Style, Needs and Stress Behaviour; Usual Functional Style, or your effective Behaviour, reflects the way you would normally treat others, whereas Needs indicate the way you would prefer to be treated. Stress Behaviour or Reactive Behaviour indicates the way you are likely to behave when your Needs are not fulfilled.

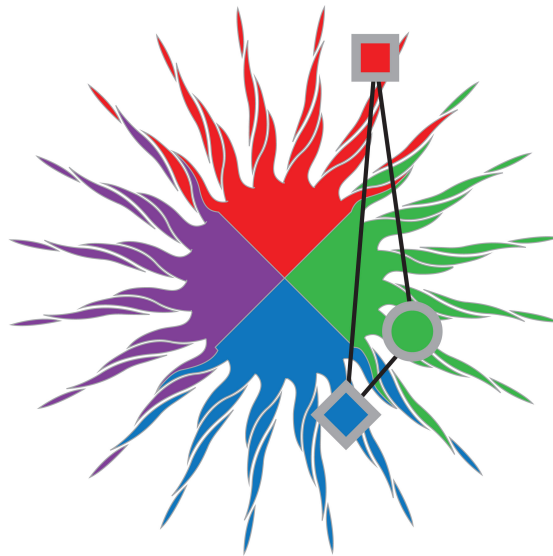
<u>Stress Behaviour</u> <i>(if needs are not met)</i>	<u>Adjusting your</u> <u>Stress Behaviour</u>
<p>You tend to become impatient</p> <p>You tend to dismiss / ignore the feelings of others</p> <p>You tend to become "busy" for the sake of doing</p> <p>You find it more difficult to give individual support</p>	<p><i>Take time to be thoughtful, sensitive and reflective</i></p> <p><i>Look for subtleties of the situation</i></p> <p><i>Practice being positive</i></p>
<p>You tend to become more easily distracted</p> <p>You tend to become a little distrustful of others</p> <p>You tend to become somewhat domineering</p> <p>You tend to deviate from the agreed plan</p>	<p><i>Concentrate on essential details</i></p> <p><i>Slow down, become more alert, orderly and organised</i></p> <p><i>Work on listening to others</i></p>
<p>You tend to ignore social convention</p> <p>You tend to become indecisive</p> <p>You find it difficult to take action</p> <p>You tend to see the worst possibilities</p> <p>You are inclined to be pessimistic</p>	<p><i>Communicate in a more frank and logical manner</i></p> <p><i>Move your decision making process toward closure more quickly</i></p> <p><i>Work to make your voice heard more effectively in groups as well as one-to-one encounters</i></p>
<p>You are inclined to become over-insistent on rules and regulations</p> <p>You tend to resist necessary change</p> <p>You are inclined to be reluctant to confront others</p>	<p><i>Demonstrate open enthusiasm about new ideas</i></p> <p><i>Speak up and push your point of view – ideas and concerns</i></p> <p><i>Strive to understand the importance of being flexible when change is occurring</i></p>

(Highlighted in **bold** print reflects your **Stress Behaviour**)

You ~ represented Pictographically

A Portrayal of your Usual Functional Disposition and Stress Behaviour

The closer a symbol is to the line dividing the quadrants, the greater the probability that interests may be influenced by characteristics on either side of the dividing line. Conversely, Needs, Usual Functional Disposition and Stress Behaviours may be influenced also. The closer the symbols are to the centre of the grid, the more likely they may be influenced by the characteristics of *all* other quadrants.



Your Interests

Persuasive, likes to counsel, act as a mentor, likes innovative new approaches, prefers building agreement with people, likes to influencing people.



Your Usual Functional Disposition

Open, receptive, accessible, decisive, energetic, indefatigable, frank, outspoken, logical, sensible, practical.



Your Stress Behaviour

Social conventions may be ignored, may become listless and indecisive, may become somewhat inert, may become subject to depression, seeing the worst of possibilities, may be easily distracted, may become somewhat distrustful of others, may become somewhat overbearing, may fail to follow an agreed plan, course of action. (Intellectually Functional Profile of Richard Roest)